

Religious Discrimination

Case Law

Azmi -v- Kirklees EAT

Muslim Teaching Assistant suspended for refusing an instruction not to wear her veil. Held not direct discrimination also not indirect discrimination as it was justifiable.

Apelogun Gabriels -v- London Borough of Lambeth

Overlap between religion and belief and sexual orientation discrimination – Christian dismissed for distributing homophobic biblical extracts to members of work based prayer group and interested party. Held justified in dismissing.

Ryder v NI Policing Board

- Court of Appeal
- Meaning of political opinion
- Case remitted – Gill is not an exhaustive definition – depending on the facts an opinion on methods of achieving certain results may qualify as bring truly a political opinion

O'Hare -v- Queens University of Belfast & Others

Upheld allegations of sex and religious discrimination – breach of contract and constructive dismissal. Allegation included appraisals and failure to consult on a transfer.

Murphy –v- PSNI

Held unlawful religious discrimination and awarded £44,723.62. FET ordered re-engagement as well as compensation. Respondent did not appear at the hearing

Duffy -v- Ulsterbus Limited

Held unlawful religious discrimination and ordered to pay £59,211.69 in one case and £19,950.00 in another.